



# The Edgewood Commons Story

Shared by:

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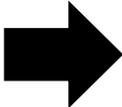
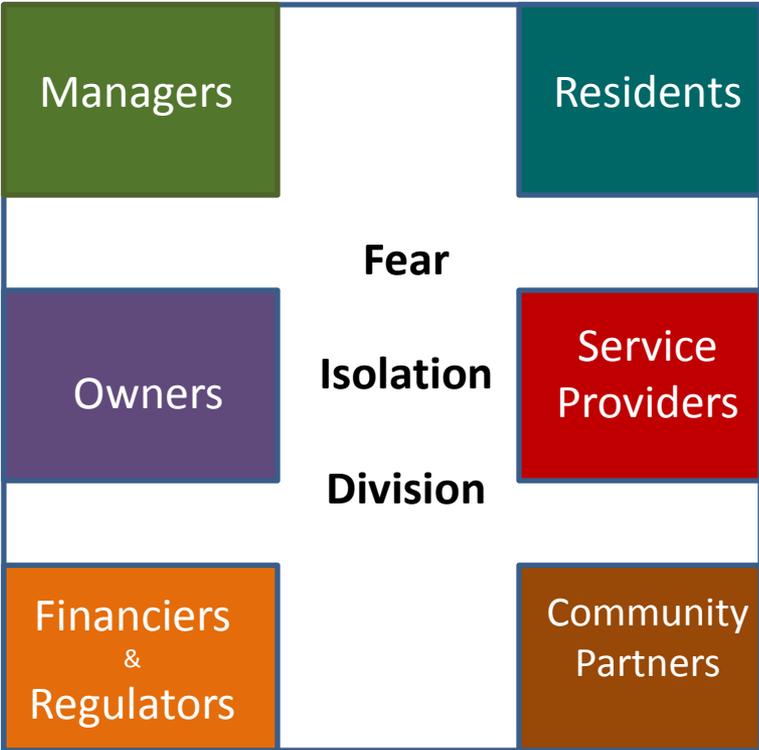
# New and Good Circle

- Turn to your neighbor, introduce yourself and then share **one thing new or good that has happened in your personal life** in the last few days.
- We'll take only 2 minutes to do this (so don't take more than one minute each).

# Why were we asked to share our story?

- Achieved some success in shifting the operating culture – from disconnection and fear to a place of connection, trust and interdependence.
- And, we are seeing signs that this shift in operating culture is translating into better outcomes for those residents seeking a new path and a higher quality of life.

# Typical Affordable Housing Environment

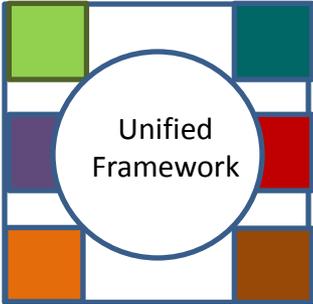
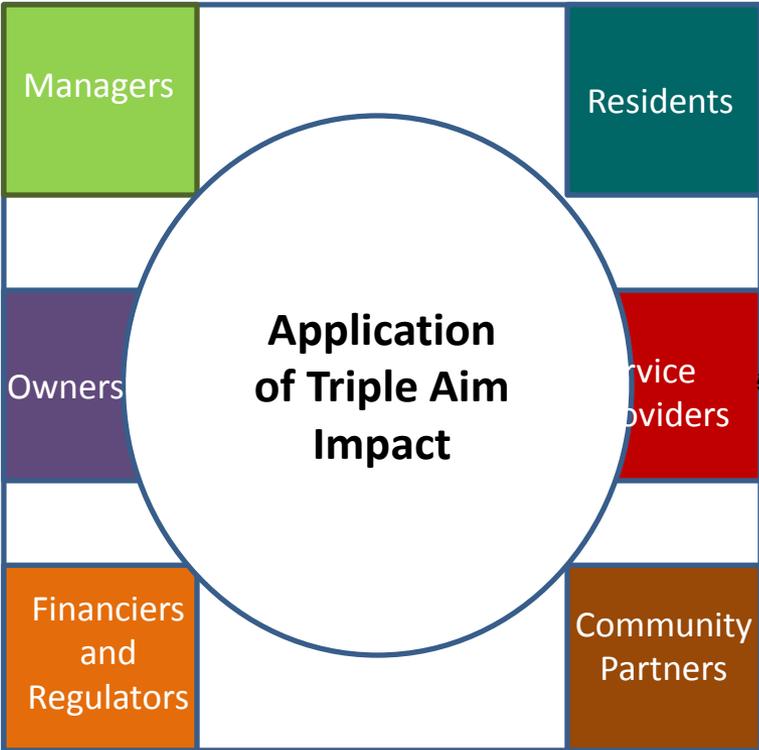


When these gaps and elements dominate, it is difficult to solve problems, transform communities and achieve long term viability.

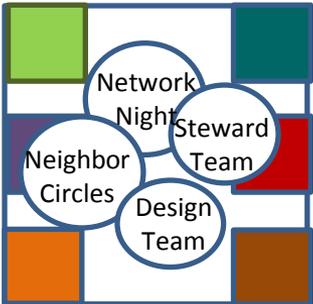


Individuals Suffer  
Resources are wasted or misused.

# Typical Affordable Housing Environment



- Shared Goals:**
1. Operating Efficiency
  2. Individual Transformation
  3. Community Transformation



**Intentional Spaces and Practices =**  
 New Exchanges of Value and New Understanding



**A New Form =**  
 New Network of Collaborative Relationships and Shared Problem Solving Across Lines of Difference

## **Our objectives this morning:**

- To pique the interest of a few of you in trying out the strategies we used at Edgewood commons.
- To explain four of the most important components of this strategy and how we implemented them.
- To give you a chance to ask us a few questions.

# The Basics on Edgewood Commons

- 900 units on 16 acres
- Over 80% are Sec 8/voucher.
- Owned by CPDC, 20 year old nonprofit with a portfolio of 4,900 units in DC region.
- Managed by Edgewood Management Company, a long time partner of CPDC.
- Vast majority of residents are unemployed or under-employed.



## The Starting Point:

- Residents/staff keep to themselves.
- Most people hesitant to invite anyone into their housing unit.
- Very few people exchange small favors.
- Most people showed no interest in attending meetings.
- Some people said they are interested but would not follow up.
- For those who did come to a meeting, many would not make eye contact or visit with those sitting next to them.

## Assessments After 18 Months:

- Fun and effective practice for coming together monthly
- Resident-led initiatives are the primary means of community change.
- At least 300 people are actively connecting and providing mutual support with neighbors.
- At least 100 people are pursuing better paths as a result of a new connection.
- A core group of 30 diverse people (20 residents and 10 staff) are fully committed to the One Edgewood Network, based on principals of interdependence and shared quality of life.
- Seven residents and three staff devoted 80 hours to increasing their leadership skills and their collective sense of trust and shared mission.



FIRST FLOOR  
← 101-109  
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## **Four Critical Components:**

1. Work from a framework grounded in a philosophy of interdependence versus altruism.
2. Seek to change the operating culture instead of starting a new program.
3. Introduce new intentional spaces and practices, with quality, zest and consistency.
4. Form a network which includes everyone and not a resident organization.

# HOW?

Critical Component	Practical Strategy
Work from a framework grounded in a philosophy of interdependence versus altruism.	Adopt a clear hypothesis statement and show it to everyone repeatedly – and refer to it at EVERY gathering.

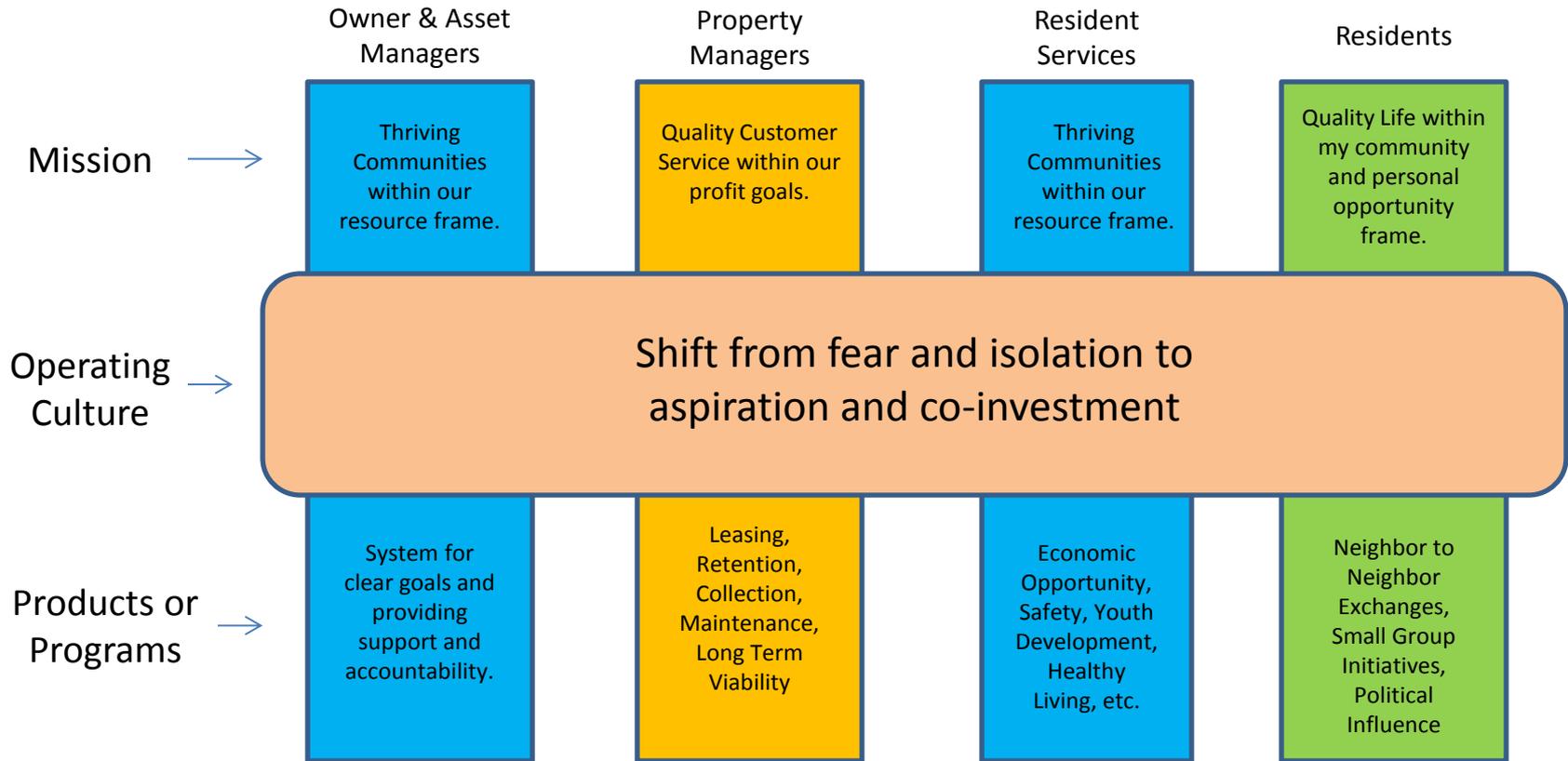
## **Our Edgewood Hypothesis:**

**If we create intentional spaces, practices  
and a network for mutual exchange and  
collaborative action,  
WE CAN SHIFT THE  
OPERATING CULTURE OF  
ISOLATION AND ANGER  
TO A CULTURE OF  
ASPIRATION AND CONNECTION.**

# HOW?

Critical Component	Practical Strategy
Seek to change the operating culture instead of starting a new program.	Create a diagram that illustrates the change and show it to everyone repeatedly – and refer to it at EVERY gathering.

# Our Quest: To help spark and shape a quality operating culture within our shared eco-system of a housing community.



# HOW?

<b>Critical Component</b>	<b>Practical Strategies</b>
<p>Introduce new intentional spaces and practices, with quality, zest and consistency.</p>	<ul style="list-style-type: none"><li>• Hold a monthly gathering using the Network Night rituals.</li><li>• Hold weekly Network Action Team meetings using mutual support rituals.</li><li>• Hold regular staff team meetings using synergy rituals.</li></ul>

# NETWORK NIGHT

An informal gathering with  
good food and music

A Place to meet and get to  
know each other

**A Welcoming,  
Fun and  
Interactive  
Space**

Time for conversation about  
things we care about and  
how to take action together

Opportunity to Get Good  
Information and Exchange  
Favors

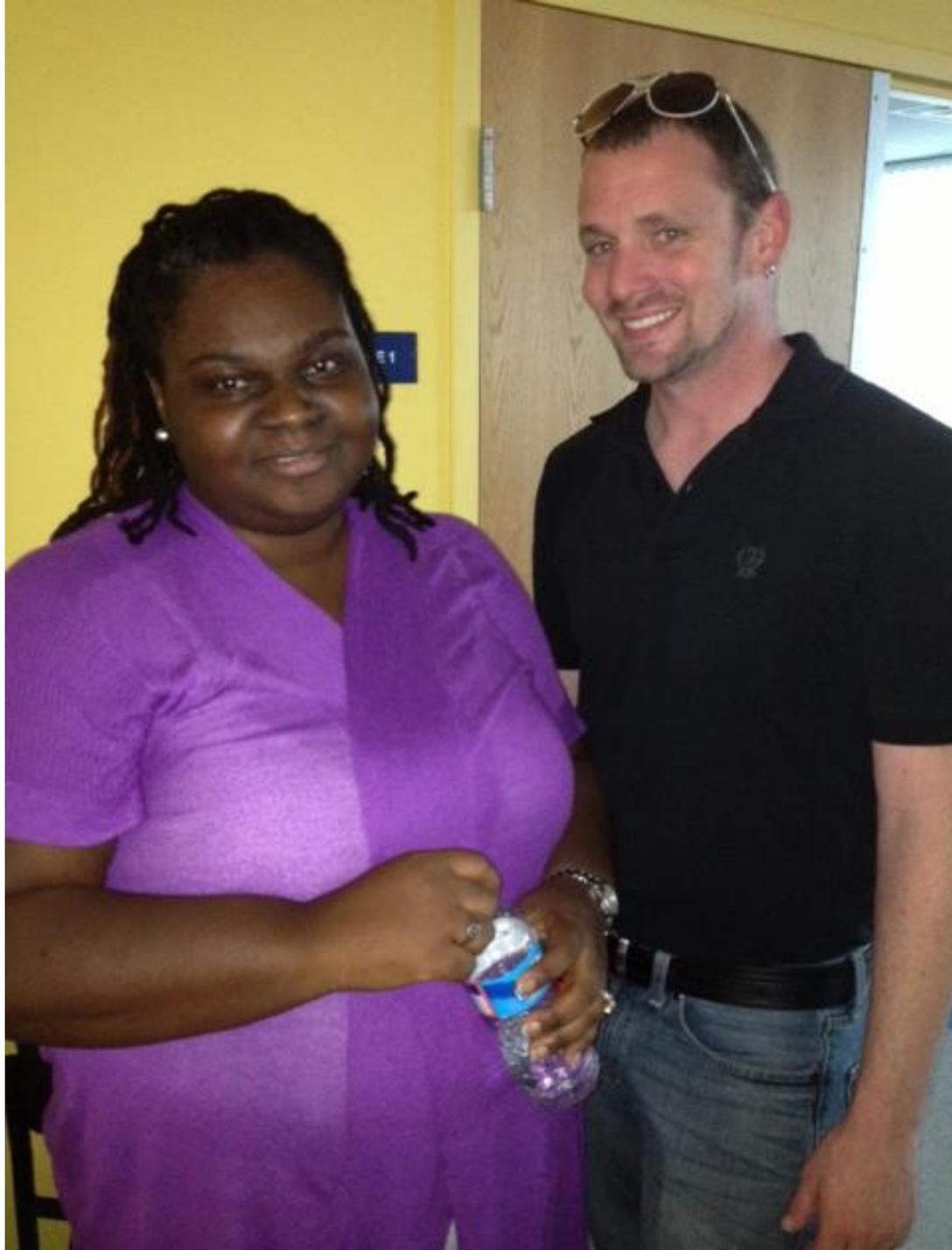
# NETWORK NIGHT

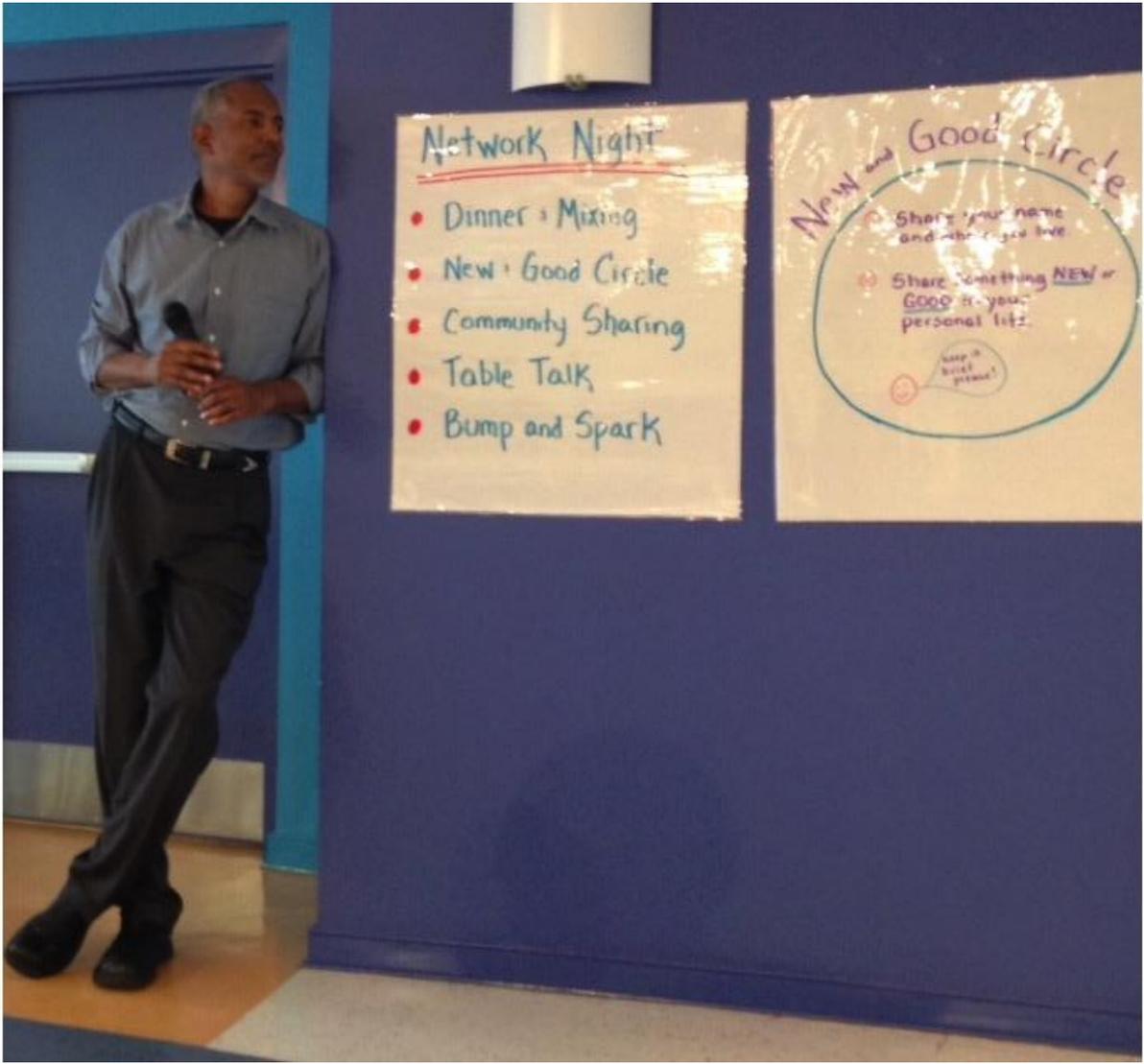
## 6 Components

1. **Q the Space:** Work to create an open and fun atmosphere in the space, including good food, music, decorations, comfortable seating and a welcome table.
2. **Q The Welcome:** Host an easy way for people to start informal conversation, such as a game or mixing activity that occurs while folks enjoy good food.
3. **New and Good:** People are brought into a circle to share name and something new or good that has happened in their life in the past few weeks, giving everyone the opportunity to speak or pass.
4. **Table Talk:** 20-25 minute small group conversations. Individual participants are invited to propose conversation topics that they want to have and would agree to host. 3-4 of these are selected and participants choose which conversation to participate in.
5. **Marketplace:** Convened back together in a circle, participants bid for time to make specific offers and requests of skills, talents, capacity, advice and stuff.
6. **Bump and Spark:** Fun energetic ending as people are invited to close the deal on any new matches or connections they made, and to help clean up the space.









## Network Night

- Dinner + Mixing
- New + Good Circle
- Community Sharing
- Table Talk
- Bump and Spark

## New and Good Circle

- Share your name and where you live
  - Share something NEW or GOOD in your personal life.
- Keep it brief please!





# Network Action Team

To support increased capacity and accountability  
in expanding and deepening the network.









# HOW?

<b>Critical Component</b>	<b>Practical Strategy</b>
Form a network which includes everyone and not a resident organization.	Name and claim it using creative branding – like any marketing campaign.



Network Build  
edgewood

I'm  
**KHYATI**  
Connect with me!



